

Why Do You Feel This Way?

(Does Not Include Those Respondents Who Rated Discrimination In North Dakota As A “1”, Or Those Who Indicated They Did Not Know How Much Of A Problem Discrimination Was In North Dakota)

Responses of Those Who Rated The Level of Discrimination as a “2”:

A few people that discriminate but a lot don't.

A little bit but not a problem.

A lot of immigrants that people aren't familiar with.

All minorities in N.D.

Always discriminate against blacks and Indians here.

Always some

Always some

Always some but I don't notice it a whole lot.

Always some discrimination where ever you live.

Always some discrimination.

Always some everywhere.

Always some.

Always some.

Always some.

Always some.

Anywhere you go there is some discrimination

Arabs since 9/11. I know one got beat-up in Grand Forks.

As a group, I think we are pretty accepting of others

Because I assume there is some discrimination in every state

Because I live in an area that is almost completely white, the discrimination I see is against the handicapped.

Because I think sometimes we discriminate against each other without really being aware of it or really meaning to.

Because in conversations with other non-minorities remarks are made that should not be (about people of Color, etc.)

Because I've seen some, especially towards/against the Native Americans.

Because of some attitudes toward the Native Americans

Because of the cultural diversity, at least in this part of the state. I think we have become more open and accepting of others.

Because of the way people look at and act around minorities. It's just a little different.

Because that's the way I feel. I just don't see much of it around here.

Because we don't have very many blacks in N.D. and those who are here seem to get along okay.

Between races - discrimination towards Hispanics and Native Americans

Certain people who discriminate against other races.

D/K

D/K

D/K - not in her area

Determined on discrimination around where we live

Discriminate against women.

Discrimination against females regarding employment.

Discrimination against Native American and Blacks

Discrimination against Native Americans, homeless and low income.

Discrimination everywhere, why N.D. different?

Discrimination in bigger towns in N.D. - not much in her area

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Why Do You Feel This Way? (Continued)

(Does Not Include Those Respondents Who Rated Discrimination In North Dakota As A “1”, Or Those Who Indicated They Did Not Know How Much Of A Problem Discrimination Was In North Dakota)

Responses of Those Who Rated The Level of Discrimination as a “2” (Cont’d):

Discrimination no matter what - will be some somewhere
Discrimination of one sort/kind or another can be found anywhere. I just don't see it as being a big problem in N.D.
Discrimination will always be a part of life but it's not a big problem here.
Do have some colored people and they are picked on more than the Native Americans.
Do not have a lot.
Does not discriminate in any way.
Doesn't see it at all but maybe hear about it.
Doesn't get out much - she personally has never had any problem with it.
Doesn't see it.
Doesn't see very much of it in N.D.
Doesn't seem like there's much.
Don't see it as a huge problem but sees some.
Don't discriminate to people's faces but do behind their backs.
Don't feel there is much.
Don't feel there is much.
Don't get around much and feels he doesn't see it.
Don't have a lot of different ethnic groups
Don't have a lot of variety of races
Don't have much as far as she knows
Don't know of anything specific
Don't know off top of head
Don't personally experience it but has seen it.
Don't see a lot but don't work with a lot of minorities
Don't see a lot of it around here.
Don't see a lot of it in N.D.
Don't see a lot of it.
Don't see a lot.
Don't see a whole lot of different cultures in the North.
Don't see an awful lot.
Don't see any formable up-front discrimination
Don't see any here.
Don't see any just read about it in paper.
Don't see any problem at all.
Don't see any really (discrimination)
Don't see any.
Don't see it a lot, statewide or local.
Don't see it all that much in N.D. there is some but not significant.
Don't see it around here.
Don't see it in N.D.
Don't see it in N.D. everyone get alongs so not much discrimination here.
Don't see it much.
Don't see it much.

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Responses of Those Who Rated The Level of Discrimination as a “2” (Cont’d):

Don't see it where I live.

Don't see it.

Don't see much

Don't see much but sure there is some

Don't see much discrimination

Don't see much discrimination.

Don't see much here

Don't see much in his area.

Don't see much in N.D.

Don't see problems except with age for jobs.

Don't see too much.

Don't think big problem.

Don't think its serious but there is some.

Don't think there is much.

Don't think very big.

Don't think its as wide spread in N.D. as other places.

Ethnic and cultural differences exist but I think problems are minor.

Everybody does to a degree. You can find anything and discriminate against it..

Everyone's got some discrimination they feel

Feels that it does exist but personally hasn't seen it, can still work on it.

From what I see, there is some discrimination but it is not blatant or overt and because I am white middle-aged male I am not a target of this discrimination

From what she hears from men - remarks against race.

G.F. Air Base. Sees African Americans get treated differently.

Hardly any

Has never run across it, none in particular.

Hasn't seen much discrimination.

Have never encountered or seen any of it.

Have not seen much of it

Have seen some discrimination

Have seen some but not a lot.

Haven't come across a lot of discrimination

Haven't dealt with any or seen any anywhere

Haven't experienced much. Don't live in a place where much is seen.

Haven't read much in paper; from what he's seen its rarely encountered.

Haven't seen any.

Haven't seen much discrimination, not many blacks, etc. to discriminate against

Haven't seen too much.

He feels discriminated against.

Hear people talk about Indians and blacks.

Heard lots of talk about discrimination.

Here worse than elsewhere.

I don't notice any where I work and live.

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Responses of Those Who Rated The Level of Discrimination as a “2” (Cont’d):

I don't see any in my community.

I don't see any where I work.

I don't see it.

I don't see many acts of discrimination

I don't see much discrimination around.

I don't see much in everyday setting. There is some in the school.

I don't see much of it around here.

I don't see much.

I don't think that there is a lot of discrimination in N.D. People are just complaining about it because they want to make a big deal out of it.

I don't think there is a lot of it in the state because while we do have a minority population (Black, Asian etc.) they are a small percentage.

I haven't seen too many problems.

I just don't feel we have a lot of discrimination in the state.

I just don't see a lot of it, but there is probably some.

I just don't see a whole lot of it around here.

I just don't see any of it around here. There probably is some of it in other parts of the state.

I just don't see much of it around here.

I just don't see much of it in N.D. We are retired military and have lived many places and I compare what I see here with the rest of the world.

I just don't think it's a real problem in this state.

I just rarely see it in N.D.

I just really don't see any of it around here.

I live by a reservation. I see some there.

I live in Fargo and I think things are pretty good. Black people come to my church and they are welcome. Lazy people and people who drink too much can't expect people to be nice to them.

I read about discrimination in the state but I can't say as I have ever seen any.

I think most people are pretty liberal and accepting

I think N.D. is very open and receptive to minorities/other races.

I think there is discrimination between the races.

I think there is some, but many times what some people call discrimination is just a reaction to the way others are acting and is not discrimination at all.

I think there is some discrimination in any society. We tend to be distrustful of people who are at all different from us.

I'm not out and about very much but I do see some discrimination against the minorities.

I'm retired and live in a little farming community. We don't have many minorities around here and I can only judge by what I see.

I'm sure there is some I just don't think it's much of a problem.

I'm sure there is some; I've not seen any

I'm sure there is some, no place is perfect.

In general, everyone discriminates against something.

In N.D. we are pretty easy-going and accepting of each other, more so than other states.

Indians

Indians are the most discriminated against.

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Responses of Those Who Rated The Level of Discrimination as a “2” (Cont’d):

Indians discrimination
Indians have some problems
Indians have some problems but I don't know of any other.
Indians have some problems but that is all.
Indians probably have some, not much else
Information from conversation with people
It exists everywhere
It's just the way I feel, I'm sure there is some discrimination - there always is.
It's mostly the stuff he hears on the news.
It's no big deal in N.D.
It's not a big problem in this state.
It's not as bad as it used to be. It's mostly the older people who do most of the discrimination.
I've never seen any in our rural setting
I've never seen it
Just because he believes it's out there and it's getting to be a problem.
Just because he used to work for government offices in the state, heard about it.
Just from what I have heard others talk about
Just moved here so he feels there is no big issue with discrimination.
Just never really thought about how much is really going on around N.D.
Just opinion
Just some
Just the way I feel.
Limited amount of minorities and his community is becoming tolerant.
Little bit for black people.
Little but not much compared to other states
Living in community with a lot of people (immigrants and refugees) from races who are integrating into Community, work well and get along well.
Local area, just one incident but not at his business.
Mexicans have some
Might be some towards Native Americans.
More of an attitude than actual discrimination.
More on Native Americans and Blacks, people talking around town on job
More open-minded in N.D.
More towards Native Americans in N.D.
Most people are tolerant in this state.
Most people don't discriminate
Moved back here because it's not populated with minorities.
My own experience with it
N.D. has been discriminated against itself because of no jobs here and low wages.
N.D. is not that diverse to have much discrimination.
Native Americans
Native Americans
Native Americans are about all I can think of.

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Responses of Those Who Rated The Level of Discrimination as a “2” (Cont’d):

Native Americans discriminate a little
Native Americans face some problems but no others.
Native Americans have some problems with discrimination
Nature of people.
Never had problem or seen any
News on foreign east people
No comment!
No direct contact with anyone that has, just hearsay
No discrimination as far as he knows in his area. At least 1 for whole state.
No particular group, just general.
No problem that I know of.
None in my area
None to speak of.
None where I live, maybe in East.
None where she lives but may be some in other places (larger cities)
North Dakota is a square state, don't know of any discrimination.
Not a big problem but is some.
Not a lot overall
Not a real serious problem but it's there.
Not as many minorities out there.
Not as much in their area.
Not as much out here, probably none.
Not bad in N.D. but I guess there might be a little
Not much
Not much around here, I read about a little
Not much around here.
Not much but sure there's some
Not much here, people get along.
Not much here, small population.
Not much here.
Not much here. Don't see it where I live.
Not much in N.D.
Not much of a problem, I don't see it much.
Not much that I know of.
Not much where he lives
Not much, had some problems getting disability.
Not much, maybe Native Americans
Not much. Level for all groups, don't know anything specific
Not really
Not really a problem, don't see or hear it much.
Not sure
Not that many people in N.D.
Not that much because not that many people in N.D.

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Responses of Those Who Rated The Level of Discrimination as a “2” (Cont’d):

Not that much discrimination
Not too big a problem but no direct view on subject.
Not too much of problem
Not very much in N.D., people like one another
Not where I live.
Observed some discrimination regarding housing.
Occasionally hears something.
Off and on, not a big problem.
People are treated somewhat equal but in this area it's pretty equal.
People aren't that way around here.
People being people.
People in N.D. are friendly and courteous.
People in N.D. are more open-minded than in most states.
People live and let live in N.D.
People say.
Personally don't see it but there is always some.
Personally haven't seen very much of it.
Population doesn't have many minorities so don't see it much.
Pretty homogenous state.
Pretty low, not many problems
Problems for Indians
Read in papers
Really haven't encountered much.
Reverse discrimination going on more and more - becoming a problem
Rural area – we don't see much of it.
See some discrimination because of race
Since there are so many college students around, some are of different races, so there's a good diversity and people have a good mix
Small town, don't see anything there.
Some areas (it varies) discriminate against Native Americans
Some but not a lot.
Some but not any problem where I live.
Some comments people make and things you hear.
Some discrimination
Some discrimination
Some discrimination but hasn't seen any in his area. Some on reservation against Native Americans and whites.
Some discrimination but not very bad.
Some discrimination with Indians in area he lives.
Some do against Native Americans but not many.
Some in area against Native Americans
Some incidents in Fargo.
Some Native Americans are discriminated against in some ways

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Why Do You Feel This Way? (Continued)

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Responses of Those Who Rated The Level of Discrimination as a “2” (Cont’d):

Some people aren't open to different races.

Some people have racial problems, gender problems.

Some places discriminate because of race: public accommodations and credit.

Some, but not a lot, against the American Indians.

Some, but not enough to be concerned about

Sometimes we discriminate against people who we think aren't as good as we are

Sure there is some but I'm not sure where.

That is the level of discrimination I have experienced

The closer you get to the reservation you can see there is some discrimination against those who live there (on the reservation).

The moral attitude of N.D. is better than that.

The only place I see it is with the argument with the "Sioux" nickname.

The way people act.

There are not a lot of minorities in the state but the Native Americans do get a bit.

There are people discriminating against Native Americans

There is a lack of awareness of the minorities in the state.

There is a small amount and it's against Indians.

There is always some discrimination of some type. It's just the way people are, but I don't think it's a big problem.

There is some

There is some against the poor or the homeless.

There is some but not a lot

There is some but not a lot.

There is some but not much. People think they are but aren't discriminated against

There is some discrimination against certain minorities in the state.

There is some discrimination against Native Americans.

There is some, but it's not a big problem.

There is some, but not a lot.

There is some, but not a lot.

There is some, but not a lot.

There is some, but not much.

There isn't a lot but some.

There isn't any around here but there is probably some in the bigger cities.

There isn't as much as people say there is.

There isn't much to be discriminated against in N.D.

There isn't very much discrimination in N.D.

There isn't very much discrimination.

There might be a little bit in cities, but he lives in a small town and there isn't much discrimination there.

There might be some in the bigger cities.

There's a little bit but not a lot. We don't have as many minorities.

There's always a little bit of discrimination everywhere.

There's some as far as wages for women compared to a man's wage.

Think there is areas with no discrimination.

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Why Do You Feel This Way? (Continued)

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Responses of Those Who Rated The Level of Discrimination as a “2” (Cont’d):

This state is conservative.
Very isolated cases
Very little in general
Very little that I know of.
Very low. Gender is a problem.
Very minor. Native Americans have problems.
Very select few. People from another country have problems.
We don't have a whole lot of it here.
We don't have enough minorities to have a major problem
We don't see much of it.
We get some but not much
We have a certain number of minorities, Mexicans etc. in the area, probably because of the college, they seem to stay off by themselves and don't mix with the rest of us.
We live in country and don't see much of it here. Guess there is some elsewhere
We live near a reservation and some people do still discriminate against Native Americans.
What people say about minorities around town.
Where I live I have never seen any - but I, from time to time, hear or read something.
With all the different people around the state it is inevitable.
Women are denied jobs and promotions even though they have more experience and education.
Women are paid less than men
Years ago it used to be Blacks and Indians
You just don't hear much about it in N.D.

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Why Do You Feel This Way? (Continued)

(Does Not Include Those Respondents Who Rated Discrimination In North Dakota As A “1”, Or Those Who Indicated They Did Not Know How Much Of A Problem Discrimination Was In North Dakota)

Responses of Those Who Rated The Level of Discrimination as a “3”:

"Sheltered" people up here tend to discriminate

50-50. There's a little but not too bad.

A lot discriminate against Indians and Blacks

A lot of discrimination against gay people.

A lot of discrimination against religion, age and race. Some discrimination in all areas.

A lot of friends of different races, witnessed discrimination

A lot of older generation discriminate against blacks, Native Americans, and foreigners.

A lot of people discriminate against Native Americans and Blacks

A lot of people from base (African Americans) live in this area. Hear people use racial slurs against them.

A lot of us in N.D. go hurt job-wise by the 9/11 bombing. I lost my job because of it and I feel that is discrimination.

Against Native Americans

Against the Bosnians, etc. mostly, because they bring them here and then leave them to there own devices without proper training.

Age and things I hear about some people

Air Force Base - cultures are different and we aren't used to that.

All whites here but suppose there is some.

Always been some with Indians.

Always discrimination of some kind.

Always have no matter where you are at

Always some against minorities.

Always some somewhere

Always some that don't get opportunities because of color

Always some.

Always some.

Always there - various forms.

Anyone who isn't white has a problem

Arabs have a real problem since 9/11. We are all more wary.

Asians, Blacks, Indians and lower income have problems

At work I feel some people make remarks about other races and ethnic groups

Attitudes seen, especially in kids

Attitudes.

Aware of some of it. I hear some at work.

Beating in Grand Forks of Pakistani man

Because he knows about it. Whites and Natives say things towards each other.

Because I am light-skinned and my last name is Larson people don't realize I am Native American. However, I see and hear how others are treated.

Because I know people who do discriminate against others.

Because I see how some people act towards other and hear how they talk.

Because I see people who are discriminating

Because I've been around people who discriminate against Indians and blacks.

Because my daughter is Indian and she is discriminated against.

Because of Native American population and the way they are often treated.

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Why Do You Feel This Way? (Continued)

(Does Not Include Those Respondents Who Rated Discrimination In North Dakota As A “1”, Or Those Who Indicated They Did Not Know How Much Of A Problem Discrimination Was In North Dakota)

Responses of Those Who Rated The Level of Discrimination as a “3” (Cont’d):

Because of our population we don't have as much

Because of people's attitudes and the comments they make. (about Native Americans mostly)

Because of some of the instances that have occurred.

Because of the attitude of some of the people, they still refer to Lazy Indians living off the government.

Because of the beating here in Fargo.

Because of the way some people treat me. It isn't everybody but there are still a lot of people who treat me differently.

Because she sees it at work - race and sex

Because some people are being discriminated against - not a lot but there's some

Because there isn't a lot of it in N.D.

Because white people say they are not prejudice. They do discriminate against and talk about Native Americans.

Been and heard people discriminate

Been in some situations reported in paper, personally seen one in a bookstore.

Being around people have heard discriminating remarks.

Being out with people, sees there is some.

Blacks and Indians face some

Can't get away from it.

Certain amount between N.A. and rest of population.

Certain cases - I don't want to say more

Cities have more problems, schools all over have it.

Closeness to reservation.

Come back to N.D., hard to find a job - none would hire me, hadn't worked for 10 years.

Community has hidden tendencies but not a problem because area has no minorities.

Concepts of classes, general discrimination against Native Americans

Creatures of habit. We all have to deal with it until someone does something about the matter.

Cultural isolation

D/K

D/K

Darker skin roommate from Pakistan is not accepted, worse since 9/11/01. I think colored people in general have a problem in N.D.

Different groups.

Discrimination against foreigners, like refugees

Discrimination against Native Americans

Discrimination against Native Americans

Discrimination against Native Americans

Discrimination against Native Americans

Discrimination against Native Americans

Discrimination against Native Americans

Discrimination against Native Americans.

Discrimination against poor people

Discrimination because of sex, employment, wages

Discrimination is a broad term, to say there is none would mean you don't pay attention

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Why Do You Feel This Way? (Continued)

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Responses of Those Who Rated The Level of Discrimination as a “3” (Cont’d):

Discrimination is more than race, like age and religion; friend is African American and has been discriminated against in small ways

Discrimination is not an issue of race or creed necessarily - more about not understanding personal attributes or personal character flaws - more stereotyping on a case-by-case basis.

Discrimination is not as bad as it used to be

DK

DK

Doesn't hear too much but sees it around.

Don't come in touch with any but hears about it.

Don't have too bad of people.

Don't hear a lot about it.

Don't hear about it much but knows it may be a problem in the urban areas.

Don't hear much and haven't seen much.

Don't know about discrimination in other parts of state - could be some discrimination, more since 9/11

Don't know, just do.

Don't know much about it but guess there is some.

Don't know of anyone; employees, politics come in front.

Don't see a lot of it, but hear about it.

Don't see any but have heard.

Don't see any discrimination

Don't see it happen a lot, North Dakota isn't diverse enough to have a big discrimination problem.

Don't see it too often

Don't see it too often but sometimes you hear of it

Don't see it very often and, if there is, it's because both parties know each other.

Don't see much of that as a problem in his area.

Don't see that much anymore, hear about it once in awhile.

Don't see too much but some in bigger cities, mostly against Native Americans.

Don't think there's none, but some against Native Americans.

Elderly and ethnic groups, both face a lot of problems.

Even in small towns from the way people talk and sometimes conduct themselves you can tell there is still discrimination.

Every place has a certain amount of discrimination between classes of people and people of money.

Every place has got some!

Everywhere, especially among different cultures.

Experienced some discrimination at work.

Feel some discrimination in N.D.

Feel that it is more relaxed here because not as many races.

Feel there is some

Feel there's going to be some anywhere you go.

Feels Native Americans are discriminated against.

Feels there is some but it's not a big problem

Feels there is some in bigger cities, more than in small towns.

Few black friends didn't get along with cowboys in the town, racial remarks

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Responses of Those Who Rated The Level of Discrimination as a "3" (Cont'd):

Fields of work where women don't get paid as well.
For many years I worked with minorities so I know there is some discrimination out there
Foreign people have problems
Foreigner herself and have been.
From individual actions of some people around
From observing people
From others talking
From people of other races that she knows are discriminated against.
From reports in the news and from observation - It's not as much of a concern as in other places.
General - I don't know anything specific.
H.R. worker (works with, so sees a lot)
Had some neighbors who were Hispanic - their children were teased at school and had to change schools because of that.
Has never been discriminated against but has heard stories of it
Has seen it, but doesn't think it's a huge problem.
Have a black nephew and he is discriminated against.
Have witnessed discrimination
Haven't had much contact with discrimination
Haven't seen enough to really give an answer.
He doesn't see it but hears about it around community.
He feels he is guilty of discrimination
He has been discriminated against
He has heard that there have been some troubles with discrimination towards Muslims in the Fargo area.
He hears people talking and making rude remarks about non-white people.
Hears it on radio and TV.
Hear some discrimination about Indians or Blacks
Heard that some minorities have been discriminated against after the Sept. 11 attacks
High Native American population
Hispanics and Indians suffer discrimination - I don't think there is much else.
Hispanics have a hard time.
Hispanics have some hard times in eastern N.D.
I am a salesman, go to reservation and they hate whites.
I believe there is and believe I have seen some discrimination against Native Americans
I don't hear much but suppose there is some.
I don't know - it's just something you can feel when you're out shopping and things
I don't see a lot but you hear things
I don't see any around me but I'm sure there is some in other parts of the state.
I don't see much of it around here, but I am sure there is some discrimination in the whole state.
I don't think it is a huge problem but there is definitely some discrimination in the state.
I feel the Native Americans are still discriminated against quite a bit. I know that is true at least in this part of the state.
I feel there is job discrimination. Many times men will be given preference over women, even though the women are just as well or better qualified.

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Responses of Those Who Rated The Level of Discrimination as a “3” (Cont’d):

I feel there is some everywhere

I have seen it, I work with Hispanics and blacks

I haven't observed it.

I hear about it at work, the refugees.

I hear comments from time to time.

I just don't see a lot of it around here but I'm sure when you talk about the whole state there is bound to be some.

I just don't see much of it in the rural areas but I'm sure there is some in N.D. because there is discrimination of some kind everywhere

I just feel Native Americans are still discriminated against in some ways by some of the people

I just think there probably is some from time to time. I have never experienced it but I'm sure it is out there

I know some black people who have trouble

I know there is some but I don't think it is as bad as it is made out to be. I really don't see it as a major problem.

I live close to the reservation and there are still a lot of people who don't like/or treat well Native Americans.

I live in Richland county. The county just went through 2 law suits because of sex discrimination

I really don't see much discrimination here and I have never experienced any and I am a foreigner

I see it against foreign people especially after September 11th.

I see personal discriminations myself - in stores etc. But it's not as bad as it could be.

I see race and gender discrimination in this area.

I still see certain types of discrimination. Especially against Native Americans - I think more so than others

I still see some discrimination against Native Americans. We don't have very many blacks in N.D. so I don't think that is as much of a problem.

I think N.D. residents don't readily accept newcomers. It's not my race or religion, it's just because I'm a Newcomer.

I think Native Americans are still discriminated against. Also, I think there is still gender discrimination in the state.

I think the Indians are probably discriminated against quite a bit.

I think there are some problems between the whites and the Hispanics.

I think there is Ethnic discrimination, economic and class discrimination. In many cases, especially in housing and benefits, woman get better treatment than men.

I think there is racial and sex discrimination. It varies, but it is there.

I think there is still discrimination against Native Americans.

I work in news so I see it, refugees in Fargo and Grand Forks especially.

If people don't get their way, they are being discriminated against: cry wolf

I'm 45 - a lifetime of experience has taught me that a white male in my age group is the most discriminated against category in the country

I'm a newer resident and it seems to take people a long time to warm up and accept new-comers

I'm a student. We have big issues with Indians at UND.

I'm a teacher, I see a lot. Different races or different abilities, anything that isn't mainstream, can be open to Discrimination

(Continued)

Why Do You Feel This Way? (Continued)

(Does Not Include Those Respondents Who Rated Discrimination In North Dakota As A “1”, Or Those Who Indicated They Did Not Know How Much Of A Problem Discrimination Was In North Dakota)

Responses of Those Who Rated The Level of Discrimination as a “3” (Cont’d):

I'm Native American and I see the way people think about us and treat us.

I'm sure it's a problem everywhere.

I'm sure there is some because there is some discrimination of some kind everywhere

In 1995, Worker's Compensation cut out injured workers after 65.

In dealing with Native Americans but I think it is a 50/50 deal. Many times they discriminate against whites as much as we discriminate against them.

In general, people in North Dakota feel that if you are not originally from ND you really don't belong here

In my mind, I know there is some discrimination in the state. Because I am retired and not out in the work place, I don't know how big the problem really is.

In schools, among different races.

In the larger towns there is discrimination

In work force, gender and racial. I don't know any specific cases.

Income, color, if they're in a 12-step recovery program and age are discriminated against.

Indians and Blacks somewhat

Indians are discriminated against

Indians are discriminated against

Indians face quite a few problems.

Indians feel they are discriminated against.

Indians have most problems

It is inevitable it is everywhere

It's a problem but our population is not diverse enough for it to be a significant problem

It's everywhere.

It's just the general area and the way things are. Everyone has some prejudice and biases. We may not even realize it. It's human nature.

It's part of our lives, but not as much of a problem.

It's there.

I've been discriminated against.

I've never seen any, but read about it sometimes

Jobs not advertised, who you know in order to get job, position should be open to everyone

Just a feeling I have.

Just do

Just experience, every place has discrimination

Just feel there is some in general

Just from the things I hear, some of the things I see

Just in general there's always some.

Just media and everything you hear

Just moved here, she hasn't seen or lived here long enough.

Just see it all over, most are older people.

Just see some, not much at all

Kids feel because they're different color, some employers discriminate

Knew people who felt discrimination in N.D. more than other places.

Know of people who are racist and discriminate against people.

Know people who have experienced discrimination because of race and religion.

(Continued)

Why Do You Feel This Way? (Continued)

(Does Not Include Those Respondents Who Rated Discrimination In North Dakota As A “1”, Or Those Who Indicated They Did Not Know How Much Of A Problem Discrimination Was In North Dakota)

Responses of Those Who Rated The Level of Discrimination as a “3” (Cont’d):

Know there is some.
Lack of minorities in area. Has led to lack of understanding of Native American cultures.
Lesbians
Listening to different people talk
Listening to other people talk.
Listening to people talk, how they talk about others.
Listening to people, they talk about people and discrimination they believe in.
Listens to news a lot, hears a small amount of racial remarks from news and radio.
Little bit here and there
Little discrimination in the areas of religion but not race.
Live by college, seen a lot of racism.
Lives by Indian Reservation, sees a lot of discrimination towards Native Americans
Long hair. If you are "different" people look at you funny
Look at number of non-white criminal justice and non-white people working in stores, it's discrimination.
Looking at people with disabilities, elderly, minorities, they say they will help those people and they really don't.
Lots of people in small towns discriminate
Lower income groups and minorities have problems.
Male dominated society
Mentally disabled kids are usually not given a chance
Mentally handicapped face discrimination. I work with them.
Mexican and Bosnian, both are not well accepted.
Middle class people have a hard time with discriminating.
Middle East since 9/11. Arabs are harassed. Blacks in small towns.
Might be some against Native Americans.
Minorities - Native Americans more than anyone.
Minorities have a rough time.
Minority
Minority people like Indians or Blacks have a problem.
More than meets the eye.
Most discrimination against Native Americans - what he sees.
Most jobs and places have discrimination on both sides, white/non-white people.
Mostly against Native Americans
Mostly Native Americans.
Mostly what they say. The little things they do.
My husband is bi-racial, also small towns are harder to break into and make new friends.
N.D. has a lot of discrimination going on and it needs to stop.
N.D. is not that bad with discrimination but a fair amount.
N.D. is predominately white, some discrimination against African Americans and Hispanics.
N.D. people go out of way not to discriminate against blacks but do against Indians.
Native American discrimination
Native Americans
Native Americans

(Continued)

Why Do You Feel This Way? (Continued)

(Does Not Include Those Respondents Who Rated Discrimination In North Dakota As A “1”, Or Those Who Indicated They Did Not Know How Much Of A Problem Discrimination Was In North Dakota)

Responses of Those Who Rated The Level of Discrimination as a “3” (Cont’d):

Native Americans and blacks have a problem
Native Americans discriminated against
Native Americans face problems everywhere they go,. hard to be part of society
Native Americans get discriminated against around the Bismarck area.
Native Americans get discriminated against in N.D.
Native Americans have problems. Disabled son lives in group home. Had to put cell phone in my name as they wouldn't grant him credit even though he has a job. We aren't allowed prayers in school which violates my rights.
Native Americans have some problems. Some with Blacks.
Native Americans have some trouble.
Native Americans off reservation get it far more than those that live on reservation and also from whites.
Native Americans, hard to find housing.
Natives treated poorly, prejudice against non-whites.
No comment.
No matter what, Native Americans still get discriminated against.
No matter where you go, there will be some.
No particular reason.
No particular reason.
Non-white people have problems because we are a white state
North Dakotans are leery of outsiders.
Not a big problem because not a very diversified population and North Dakotans are open-minded.
Not a whole lot of minorities in state and not used to it.
Not discriminated in her area but may be some in other parts of state.
Not enough minorities in ND and ND has little problem with minorities because small number of them.
Not enough opportunities for other cultures. In towns with air bases blacks are looked down on.
Not exposed to ethnic groups. Need more exposure to the law that protects ethnics.
Not exposed too much.
Not many minorities in N.D. so they are discriminated against, also lots of discrimination against white males.
Not much in her area but maybe in some bigger cities.
Not much of a problem for younger generation but more for older who discriminate against minorities.
Not much of any that I know of.
Not much of it in his community.
Not sure how to explain
Not that many races so doesn't feel there is a big problem with discrimination.
Not too many people to be discriminated against regarding race, not too many blacks and discrimination is not really a problem for Native Americans.
Not too much but some
Not too much diversity in N.D.
Not too much out there, I never see any
Not too many problems in his town with discrimination.
Not whole lot but still some discrimination
Observing things around N.D., and at his community, thinks it's really small minded. It has to happen.
Older people more than younger people discriminated against.

(Continued)

Why Do You Feel This Way? (Continued)

(Does Not Include Those Respondents Who Rated Discrimination In North Dakota As A "1", Or Those Who Indicated They Did Not Know How Much Of A Problem Discrimination Was In North Dakota)

Responses of Those Who Rated The Level of Discrimination as a "3" (Cont'd):

On average, because with the other forms it balances out to "2" for him.

Once in awhile I observe it.

Once in awhile, in the workplace, you hear people talking about why they have been passed over as far as promotions are concerned and it seems to be discrimination.

Other races.

Out here in this part of the state there is still some discrimination against Indians.

Pay and job opportunities for women aren't as good. In divorces, men are discriminated against no matter what the case is.

Pay scale between men and women

People are backward as far as respecting others - their beliefs, background whatever

People aren't used to being around minorities; ND is primarily white state

People discriminate against others who have money. People scream discrimination too much.

People don't let things bother them

People from out of state have a hard time adjusting to us.

People I know, doesn't matter what you are

People in general discriminate against smokers - things like that

People judge others on race before they get to know them.

People still discriminate against others.

People who are born and raised here have fewer rights than the cultures who come here and are living at tax payers' expense.

Personal opinion

Probably discriminate against handicapped concerning employment.

Probably some but I can't name anything specific.

Problem for Indians, and for Arabs since 9/11/01

Problems with it myself because I am black

Race and wealth, some feel superior

Racial but more sexual, in workplace.

Racial discrimination never quits nor does boss/employee relationship.

Racial problems - white against non-white.

Reading the paper and comments around community.

Really does not see anything in this town.

Recent large numbers from Balkan countries have caused problems in schools.

Res. Manager of apartments, different nationalities.

Resentment toward African Americans in this town.

Rural people have narrow viewpoint - not as tolerant

Salvation Army board - sees things sometimes not visible.

School here has some because of race.

See a little against Native Americans

See and hear it.

See discrimination in stores, businesses and employment. More female discrimination than anything, hard to get advancements and same pay for females.

See it against Native Americans

See it every once in awhile with Native Americans and Whites.

See it here and there around community and at work.

(Continued)

Why Do You Feel This Way? (Continued)

(Does Not Include Those Respondents Who Rated Discrimination In North Dakota As A “1”, Or Those Who Indicated They Did Not Know How Much Of A Problem Discrimination Was In North Dakota)

Responses of Those Who Rated The Level of Discrimination as a “3” (Cont’d):

See it in stores, etc. all through the community.

See moderate amount

See only some discrimination.

See so much of it, kids etc., when shopping.

See some discrimination at job, some Native American discrimination, some discrimination against Middle Eastern since 9/11

See some, not just skin color but ethnic thing.

See tension on reservations, etc.

Seeing certain types of people having I.D.'s checked more, etc.

Seen a little bit of discrimination.

Seen and heard some against Native Americans

Seen discrimination, race, religion and age, seen a little of all.

Seen it at the hospital with Native Americans and community.

Seen it at work.

Seen it in race discrimination

Seen with N.A. and African American people a little.

Sees it in town but is limited because he doesn't go out much.

Sees little of it but hears about it on the news, etc.

Similar people in ND so, when someone new comes along, discrimination can happen, women more than Men

Since 9/11/01 Middle Eastern people getting a little heat.

Since the 9/11 bombings people are looking down more on some of the minorities

Smaller communities in ND have little exposure to other races. There is some discrimination.

Some against minorities.

Some always there.

Some area worse than others - give it a 4 on reservations.

Some areas there is a lot of discrimination towards Native Americans.

Some discriminate against Native Americans

Some discrimination

Some discrimination

Some discrimination

Some discrimination against minorities, blacks mainly.

Some discrimination against Muslims.

Some discrimination in male/female pay scales.

Some discrimination out there.

Some discrimination.

Some in cities. Don't feel too much rural problems

Some in general. I can't think of any one group.

Some of people's beliefs and their comments.

Some people discriminate against people who are poor.

Some people will always get discriminated against in the state, or wherever you go

Some places in Devils Lake against Native Americans very rude to do so.

Some stuff going on with families and kids.

(Continued)

Why Do You Feel This Way? (Continued)

(Does Not Include Those Respondents Who Rated Discrimination In North Dakota As A “1”, Or Those Who Indicated They Did Not Know How Much Of A Problem Discrimination Was In North Dakota)

Responses of Those Who Rated The Level of Discrimination as a “3” (Cont’d):

Some towards Native Americans.

Sometimes in jobs, if you’re not a minority.

Suppose there is some.

Sure of some out there but no extreme problems.

Sure there is a percentage of discrimination in N.D., discrimination against non-whites.

Sure there is but don't see it directly

Sure there is some.

Sure there's some going on but haven't experienced it.

Taking a guess

The language used is the biggest problem in this part of the state

The way I get treated when I go to a white populated area.

The way the Native Americans are treated.

Their part of the state doesn't have much.

There are a lot of Native Americans in this area - lots of resentment about welfare subsidies going to the Reservation, about who has to pay the roads, the casino, and where the money from the casinos go

There are people who discriminate.

There are some nationalities that we pick on - but not that serious.

There are some people who always look down on other people wherever you live.

There is always a problem with discrimination. Human Nature.

There is always some discrimination wherever you go.

There is always some.

There is discrimination but not terrible yet.

There is discrimination where they hire a man over a woman, who was more qualified.

There is no discrimination where she lives, but she hears about some on the news.

There is not a lot but there is some.

There is not much diversity in N.D. so didn't see it much.

There is probably some

There is some against Native Americans

There is some because handicap accessibility isn't always there.

There is some but don't see it that often

There is some but I don't know of any specific group.

There is some but not a lot.

There is some but not a lot.

There is some but not a lot.

There is some but not much.

There is some but not overwhelming.

There is some but not overwhelming.

There is some but not significant.

There is some but not too bad.

There is some but not too much.

There is some cultured discrimination but not a lot overall.

There is some discrimination everywhere at all times.

There is some discrimination towards Native Americans that she hears about

(Continued)

Why Do You Feel This Way? (Continued)

(Does Not Include Those Respondents Who Rated Discrimination In North Dakota As A “1”, Or Those Who Indicated They Did Not Know How Much Of A Problem Discrimination Was In North Dakota)

Responses of Those Who Rated The Level of Discrimination as a “3” (Cont’d):

There is some discrimination, but not a lot.
There is some everywhere
There is some in North Dakota, but he has never seen it first hand.
There is some no matter where you live
There is some out there, especially at the colleges.
There is some with Indians and Blacks
There is some with Indians, Mexicans and other minorities.
There is some, but not a lot.
There is some, but not a lot.
There is some, but not a lot.
There is some, but not a lot.
There is some, but not a lot.
There is strong prejudice towards Indians
There is too much nepotism and jealousy.
There aren't that many minorities to discriminate against.
There is just some, not a lot.
There probably is some in N.D.
There's a lot of people who have problems with Indians
There's more in some areas than in others.
There's more towards Native Americans than any other ethnic background.
There's some discrimination
There's some.
Things noticed
Things seen on street - personal observances
Things that are said.
Think a lot of people discriminate against Indians and blacks
Think it's there but don't see it much.
Think there is a lot of discrimination, 2 ways, lives next to reservation.
Think that there isn't a great mix of people when differences are easily noticed.
Think there's people that think they don't, but do.
This is a "hick state". We are really behind the times. We really don't have many racial minorities here, but against the few that do live here.
This is a rural area - I know there is some discrimination in the state but I really don't see much around here.
UND and the school logo, "Fighting Sioux".
Up here very close-minded people.
Very little compared to where he used to live.
Very little diversity, population is predominately white so he doesn't see it much.
Way some people treat ethnic/minority groups
We are not accepting of minorities, sometimes we are too cautious where newcomers are concerned.
We are not perfect.
We discriminate against certain nationalities.
We don't have a lot of minorities.

(Continued)

Why Do You Feel This Way? (Continued)

(Does Not Include Those Respondents Who Rated Discrimination In North Dakota As A “1”, Or Those Who Indicated They Did Not Know How Much Of A Problem Discrimination Was In North Dakota)

Responses of Those Who Rated The Level of Discrimination as a “3” (Cont’d):

We don't have many races; they are considered different.

We're not exposed to different cultures and people.

What you see and hear of different races and nationalities.

Women and elderly

Women are discriminated against as far as their pay scales

Women don't get wages and promotions deserved; elderly don't get respect they deserve

Women in some ways, Native Americans.

Women in workforce and minorities have problems.

You hear it from different people you talk to.

You meet just as many people who discriminate as who don't.

(Continued)

Why Do You Feel This Way? (Continued)

(Does Not Include Those Respondents Who Rated Discrimination In North Dakota As A “1”, Or Those Who Indicated They Did Not Know How Much Of A Problem Discrimination Was In North Dakota)

Responses of Those Who Rated The Level of Discrimination as a “4”:

100% disabled vet and no one will treat him

A lot against the farmers and Native Americans

A lot of Native Americans in her area. A lot of discrimination against them.

Against Native Americans off reservations.

Against Native Americans.

Age discrimination, and see it every day.

All kinds, everyday, from race, color, sex, weight and height.

All levels of race, gender and age, it's everywhere.

Always been like that.

Always have discrimination. Minorities at work and will always be some.

Because has it at work, against women.

Because I think there is a significant amount of discrimination against Blacks and Latinos.

Because of the way different groups, are treated especially in high school.

Because of the way I am treated and my personal experiences in college and in stores, etc. I'm talking about racial and gender discrimination.

Because of the way people treat me when they learn I am Native American. My skin is white - once they learn my heritage their attitude changes.

Because of what I see and the way people talk about minorities. African Americans seem to be treated the worst around here.

Because our state has a lot of elderly people - they pass on discrimination beliefs, equal among any minority group in state

Because the people have a little knowledge of how bad it really is. Need to be educated on this topic.

Because there is a lot against blacks and Hispanics and foreigners.

Because we have fewer minorities, I think they stand out and people are more aware of them. Thereforr they are discriminated against more than in other places.

Been discriminated against by Vincent county.

Bigger problem than people think, most discrimination against Native Americans.

Blacks have hard time.

Businesses in N.D. are against military, National Guard - they have to keep our jobs open.

Certain areas suck as Native Americans and Hispanics, where they live. I see it.

Certain races discriminated against - Native Americans

Colored people, cops pick on them.

Come a long way, but there's still a lot that can be done.

D/K

Different races, especially in college towns.

Discriminate against women and Native Americans.

Discriminating to white nowadays.

Discrimination against age.

Discrimination against blacks, Native Americans and, recently, refugees.

Discrimination against Indians

Discrimination against Native Americans

Discrimination against Native Americans

Discrimination against Native Americans, Blacks and Mexicans

(Continued)

Why Do You Feel This Way? (Continued)

(Does Not Include Those Respondents Who Rated Discrimination In North Dakota As A “1”, Or Those Who Indicated They Did Not Know How Much Of A Problem Discrimination Was In North Dakota)

Responses of Those Who Rated The Level of Discrimination as a “4” (Cont’d):

Discrimination against Native Americans, N.D. is very conservative - tough time accepting other cultures, also gay communities.

Discrimination against people who live in lower rent apartments. May be discriminated against by police and considered lower class than other people.

Discrimination against race and national origin because unfamiliar with them.

Discrimination against white people on reservation.

Discrimination against whites because of Native Americans rights.

Discrimination around but people don't say it is; discrimination against Native Americans and people who work on base by Minot (blacks).

Discrimination is everywhere in N.D., especially in Bismarck and Mandan towards people from reservation towns - discrimination has gotten worse in N.D. in all forms.

Discrimination is stronger the closer you live to Indian reservation

Don't know, discrimination is always there

Don't think people are accepting other races.

Due to the Native Americans

Equal amount from both cultures; Town businesses discriminate against Native Americans.

Especially against Native Americans.

Ethnic groups that look down on each other.

Everybody has their own form of discrimination. If someone isn't pretty much like you and thinks like you there is a good chance you don't want to be around them

Everyone does, whether sex or race.

Feels a lot of discrimination against Native Americans - generalized feeling against them and blacks.

From talking to people.

From what he's seen

From what I see and hear, whites are still discriminating against Native Americans

From what people talk about different cultures

Gender discrimination is a big issue in this state. I have encountered it in the last 3 jobs I have had. The "good old boys network" is still in place.

General attitudes

German Catholics don't like blacks and now people are fearful and hateful of Muslims and discriminate against Native Americans

German State - older ones don't welcome newcomers, especially blacks or Indians

Grew-up near Indian reservation and small towns seem to have problems with it, people are not good with change.

Handicapped can't find job (speech disability).

Has a nephew who is Native American and sees it with him.

Has some around town and other cities.

Hear it from people – comments

Hear on news.

Hispanic wife and friends black - trouble in job and public

Homeless/Indians/Hispanics, they are problem where I live.

Hostile feeling towards refugees and migrant workers. Ethnic population feels threatened.

How society is, discrimination is everywhere, in every shape, form, and color.

(Continued)

Why Do You Feel This Way? (Continued)

(Does Not Include Those Respondents Who Rated Discrimination In North Dakota As A "1", Or Those Who Indicated They Did Not Know How Much Of A Problem Discrimination Was In North Dakota)

Responses of Those Who Rated The Level of Discrimination as a "4" (Cont'd):

I am a labor activist and I see lots of discrimination as far as women and other minorities are concerned

I feel Native Americans are discriminated against and this is across the board at every generation level

I have black friends. If we go out to eat together, people stare can be rude. Also, there is racial profiling. They are often pulled over for no real reason.

I have Hispanic daughters and I know how they are treated in school, public places and the work place.

I know Native Americans are still discriminated against in many areas. While there is discrimination against other groups also, I think it's more so toward Native Americans.

I lived on the reservation for a while and when I moved back into a "white community," I noticed the attitude was different after people found out about my previous residence

I notice a lot of gender/race discrimination at work, especially if there is dating/socializing between races.

I see a lot where I live.

I teach in a Native American school and I see what happens in other school systems.

I think people don't always act out discrimination but they talk a lot about it and are very vocal about their Feelings

I think there is a lot of discrimination against the mentally disabled and Native Americans

I think there is still a lot of discrimination against Native Americans

I think there is still a lot of discrimination against Native Americans. People tend to paint them all with the same brush and that's not fair.

I'm Native American and experience it everyday.

Immigrant Bosnians and Native Americans both have a bad time in ND

Immigrants, Mexicans, Native Americans, gays all have a problem in ND, anyone who is different.

In general, as size, color, race and nationality.

In workplace you get different ages of people, the older discriminate against younger, etc. etc.

Indians and those from Far East

Indians face discrimination

Indians face problems anywhere in state.

Indians have bad problem all over state

Indians have lots of problems, I'm Indian.

Indians in Mandan discriminated against

Isolation

It happens mostly with ethnic backgrounds

It is everywhere and against everyone.

It seems like there's a significant amount of discrimination going on.

It's hard to get a job because of your national origin.

It's mostly against the Indians.

I've been involved with and know companies that do discriminate especially against Native Americans

Just what he feels.

Lack of diversity, we don't understand other people. It is human nature, people discriminate.

Law very discriminated against.

Live by reservation called "drunk Indians", no jobs and no respect. Lots of discrimination in last INS contract.

Live in small town going by that. Other cities more.

(Continued)

Why Do You Feel This Way? (Continued)

(Does Not Include Those Respondents Who Rated Discrimination In North Dakota As A “1”, Or Those Who Indicated They Did Not Know How Much Of A Problem Discrimination Was In North Dakota)

Responses of Those Who Rated The Level of Discrimination as a “4” (Cont’d):

Live on a reservation but am not Native American.

Lots of small towns discriminate. I only know about how they treat Native Americans. I don't know how they treat other minorities.

Lots of small towns in state, many older people are discriminating against other races and cultures.

Low income and disabled face problems, also race and class. Rich looks down on poor

Mainly against the Native Americans.

Male employer tells female employee she will never make as much as the men

Maybe more now because of 9/11 disaster. Anyone of Middle East ancestry could have a problem.

Mexicans

Minorities

Mostly against ethnic backgrounds and in job promotions.

Mostly with Native Americans.

Native American

Native American treated badly in community businesses.

Native American, witness it when I go to bigger cities such as Bismarck.

Native Americans

Native Americans all the time.

Native Americans and Blacks.

Native Americans get discriminated against and made fun of a lot in North Dakota. Lives in Grand Forks, a lot of controversy at UND

Native Americans get discriminated against in N.D.

Native Americans have a lot of discrimination.

Native Americans have problems.

Native Americans in our part of state face some problems

Native Americans problem with the community.

Native Americans under a certain economic status in society.

Native Americans, married to one.

Newspaper and TV.

No (refused)

North Dakotans are hard hearted, they are not very accepting.

Not a lot of minorities here and the things they do are discriminated against.

Not everywhere but there are places where you feel it against all minorities.

Not much that he witnesses around the community.

Not outwardly prevalent, discrimination against Native Americans - out of ignorance, some hostility in schools toward Native Americans.

Not too many minorities in this state - the ones that are get picked on.

Not very many different races so there is much discrimination against them.

Observe it, Native Americans discriminated the most

On racial, gender, and homosexuals, also, religion because he's gay and different ethnics. Need to have gay rights in N.D.

Other than color of skin, there are employment issues - qualifications, etc.

Outside community do not understand Native Americans.

People are about 30 years behind the times and are not very open-minded

People are prejudice against anyone who wasn't born there.

(Continued)

Why Do You Feel This Way? (Continued)

(Does Not Include Those Respondents Who Rated Discrimination In North Dakota As A “1”, Or Those Who Indicated They Did Not Know How Much Of A Problem Discrimination Was In North Dakota)

Responses of Those Who Rated The Level of Discrimination as a “4” (Cont’d):

People are quite narrowed-minded in the small towns.

People aren't friendly to new people moving to N.D. - from anywhere.

People constantly get criticized for being overweight. Also women and disabled people get discriminated against.

People look down on Blacks and Native Americans and Mexicans - dislike them because of their race.

People that are discriminated against most are Native Americans.

Personal experience.

Personal observation towards Hispanic and Native Americans, lately towards Middle Eastern

Problems that a few make for the whole number.

Refused

Race is big problem, as is ethnic background.

Racial on Native Americans and blacks. Some problems for women.

Racial, anyone who isn't white has a problem

Racism towards Indians and blacks

Read in paper, anyone not white has a problem

Read paper and hear news

Refugees are resented by taxpayers.

Religion is a big problem in our state

See and hear lots; work in prison.

See it everyday, I work at the mall so see different forms everyday.

See quite a bit, overall

Seeing people being judged before they get to know them

Seen a lot of discrimination toward teenagers by police because of the way they look

Seen discrimination in work, discrimination against all kinds.

Seen so many people talk about views that are discriminative.

Sees a lot everyday

Sees it a little in the area.

Sees it in town; equal amount on both sides: Native Americans/non Native Americans.

Sees the ethnic groups getting talked about a lot.

She lives in a diverse neighborhood and sees discrimination everyday.

Since 9/11/01 people want revenge and seem to be retaliating against anyone who they assume are either Arab or Muslim.

Small town attitude if someone is different.

Society wondering why minorities get what want and all shipped in

Some discrimination against immigrants in Fargo.

Some discrimination seen.

Some people get discriminated against because of their race than others.

Some recent incidents that happened in Minot and outside of Minot, daughter was severely harassed and frightened because of her race.

Sometimes good and sometimes bad.

Son is a schizophrenic and people have a problem with mental illness

Still a backward state.

Still hear jokes; women are still having trouble in the job area.

(Continued)

Why Do You Feel This Way? (Continued)

(Does Not Include Those Respondents Who Rated Discrimination In North Dakota As A “1”, Or Those Who Indicated They Did Not Know How Much Of A Problem Discrimination Was In North Dakota)

Responses of Those Who Rated The Level of Discrimination as a “4” (Cont’d):

Teaches at reservation and sees how the students are treated in town.

Tend to be sheltered, not on purpose but look at people different

The sentiment toward migrant workers.

The way Native Americans are treated. It's mostly when we are applying for jobs or shopping, that kind of thing.

There are a lot of people in ND with "older" views

There are different types of discrimination. In the Valley, it's against Hispanics - around the reservations it's mostly against Native Americans

There are people who are treated unfairly in the workplace

There is a lot against the Native Americans

There is a lot against women in employment through pay and against minorities in businesses.

There is a lot of it in N.D. both race and sex.

There is more in the smaller towns than in the larger cities.

There is some discrimination. Different nationalities are discriminated against.

There's a lot of it around.

There's a tendency to not hire women for jobs they are qualified for.

They don't like people who are different

Things people say and do.

Think there are some biased people.

Treated differently in public accommodations because of being Native American.

We are very subject to it.

We don't have big groups of minorities but I think the minorities that do live here are discriminated against quite a bit.

We don't see a lot of it here, there are more white people here. When there is a minority, we do discriminate

We have a lot of discrimination against minorities and women.

We think the white race is superior and that's the way I should stay

Welfare and unemployed.

What I read in paper, Hispanic people seem to have problem

When I go to places like Bismarck and Mandan, white.

White and have a black child. See it and hear it everyday

White vs. blacks is problem.

Women still have to fight for top positions.

Work ethics of colored people.

Work with disabled - are discriminated against.

Work with Native Americans and family is also.

Worked on reservation for long time - Native Americans discriminate against white people.

Working special ed, see a great deal of discrimination

You can see it more in smaller communities that don't have a mixture of races.

(Continued)

Why Do You Feel This Way? (Continued)

(Does Not Include Those Respondents Who Rated Discrimination In North Dakota As A “1”, Or Those Who Indicated They Did Not Know How Much Of A Problem Discrimination Was In North Dakota)

Responses of Those Who Rated The Level of Discrimination as a “5”:

A lot of people discriminate
Against Native Americans here especially.
American Indians and blacks have lots of problems.
At her work she sees minorities a lot, she knows they're discriminated against.
Because employers hiring more minorities than white men, especially federal and state jobs
Because I feel women are still underpaid (paid less than men in comparable jobs)
Because of what is happening in political world.
Blacks and Indians have many problems in this area.
Discriminate against different races and low income people
Discrimination against age and sex.
Discrimination against white people.
Discrimination goes on everywhere with everyone even if your trying not to discriminate.
Elderly and smokers are discriminated against
Experienced quite a bit at work.
Feels discriminated against because of age.
Female discrimination bad problem in N.D. redneck state - women and Native Americans second class.
Foster kids have a hard time, as do handicapped ones.
Gays are highly discriminated against.
Get the feeling that there is. See a lot between rich and poor.
Hear people talk about other people of different races.
Highway department of N.D. I have lupus, won't give me a job out of sunshine.
Hospitals do not provide interpreters for non-English speaking patients - do not provide same quality of care or have same concern about non-English speaking people or employees. People with dark skin do not have same opportunity for advancement. Dark/black skinned people are humiliated in front of others (by people in social service agencies).
Human nature in N.D., isn't any worse or better than any other state.
I am a person of color and I experience discrimination.
I have inter-racial family. I'm white and three kids are black.
I have seen and witnessed.
I live in rural N.D. Native Americans are downgraded badly - Hispanics are next. Blacks not so bad.
I see a lot against Native Americans.
I see a lot of it all the time.
I see a lot of racism and see it everywhere.
I work in a place that discriminates because I have different color skin.
I'm a private contractor and a partner with my father in a small trucking company. Other firms don't want to deal with us once they find out we are Native Americans.
I'm in my 50's, looking for work and can't even get anyone to respond to my job application though I am highly skilled.
I'm Indian and there is a lot.
I'm Native American - I see a lot of it.
Incredible racism in Minot, gay bashing, pretend to be open-minded but not.
Indians have lots of problems. I live near a reservation.

(Continued)

Why Do You Feel This Way? (Continued)

(Does Not Include Those Respondents Who Rated Discrimination In North Dakota As A “1”, Or Those Who Indicated They Did Not Know How Much Of A Problem Discrimination Was In North Dakota)

Responses of Those Who Rated The Level of Discrimination as a “5” (Cont’d):

It's the way people are in N.D. - If you aren't born in the state they won't have anything to do with you - it doesn't matter how long you live here. They don't accept you.

Jobs - I live on the reservation and there is a lot of discrimination among Native Americans towards each other.

Just think there is lots

Kiddush house - I hear there are some problems but I don't want to say more.

Lives in community where Indians are not treated well. Also not being wealthy makes a big difference.

Low population of Native Americans, Hispanics and Blacks - so they're discriminated against

Military and sees a lot of it if not white.

More problems than we know about, I can't name anything specific

Mostly whites so don't understand other races

N.D. is right to work state and employer has right to terminate you for no reason.

Native American, feels it a lot.

Native Americans have a very hard time

Native Americans have problems; my mother is Indian. Public doesn't understand the fuss at UND over the logo.

Native Americans have terrible time.

Native Americans, lots of discrimination

Norwegians are definitely discriminated against

Nursing homes, private pay is more than state pays.

Particularly Native Americans and other cultures.

People discriminate against him because of a crushed skull from car crash 17 years ago.

Personal experience and what she's read in the paper

Quite a bit in general. Can't think of a specific group

Race big problem. Sex harassment at work

Racial discrimination is bad. My daughter is living with a black and they have problems.

See a lot of discrimination

Seen discrimination

She is weary of the people who refer to minorities as "those people".

She works with a lot of Native Americans and they are discriminated against, also African Americans and Hispanics

Sister-in-law is discriminated against because of health condition – won't fire her because does not want to pay unemployment

Small towns treat Native Americans and low income badly.

Some people in North Dakota do not follow rules and regulations and get no penalty but others do.

Sometimes he witnesses it happen.

State of N.D. is in denial about discrimination. Fair housing and employment race. Not a free standing Human Rights Commission.

Stores, police, federal and state agencies and employees discriminate every day of the week. Because Native Americans are the largest minorities they bear the brunt

The older class discriminates against American Indians and African Americans

The way Native Americans are treated by the white.

There is a lot against the Native Americans.

(Continued)

Why Do You Feel This Way? (Continued)

(Does Not Include Those Respondents Who Rated Discrimination In North Dakota As A “1”, Or Those Who Indicated They Did Not Know How Much Of A Problem Discrimination Was In North Dakota)

Responses of Those Who Rated The Level of Discrimination as a “5” (Cont’d):

There is a lot of discrimination in Devils Lake area

There is a lot of racial discrimination. I hear lots of people talking about blacks and dark skinned people, they don't like them

There is discrimination against color, ethnic, and religion, I work in a convent, I see it everyday.

There is very little tolerance for other races

There just is all over

They don't trust some people as well as others, covering a lot of areas

Various workplaces will not hire him because he's old and knows the old ways of construction habits.

We aren't as attuned to gays and minorities as other parts of the country

We have a very narrow populace, men put women down all the time.

We, white people think we are superior.

Women are very poorly paid. There is a lot of racial discrimination. N.D. residents are very poorly educated as far as race is concerned. They are very isolated/insulated and don't know how to interact with other races.

Women, Indians, gays are discriminated against quite a bit

Work with Native Americans and seen it everywhere higher standard required for Indians.

You can see it all over the place. Native Americans are being pushed out. African Americans are being treated like ****. Also there is a lot of discrimination/prejudice as far as sexual orientation is concerned.

You hear a lot of comments about the Indians.

Would You Tell Me Your Experience With Discrimination?

(Asked Only Of Those Respondents Who Indicated They Felt They Had Been Discriminated Against)

(Indirectly) I work with men (mostly) and while they want a “token woman” on a job they find a reason to pass over us and give promotions to big burley men.

100 jobs, woman gets job because have to hire females.

A woman - from time to time, especially in physical things

A doctor discriminated against him because his only insurance was Medicare.

A general feeling of not being trusted and not being treated the same as whites.

A guy got promoted before me and I had better qualifications, more experience and had been working there longer.

A man in her workplace got a \$10,000 raise when she had more accomplishments and was equal to him in the business.

A man was promoted a head of her when she was more qualified and she had been there longer.

A student wrote a sexual journal to her and she was told by administration that it was because she was too pretty.

About 15 years ago I wanted a credit card. My husband had to sign it too because they wouldn't just take me.

Accused of misusing sick leave and 2 days later he was fired

Age

Age - with job hunting.

Age and race - couldn't pinpoint any certain time.

Age at work, laid off; no one has ever had regular retirement from that place

Age because I look young.

Age discrimination

Age discrimination

Age discrimination - when we shop, people assume that because we are young we cannot afford what we want

Age and if know recovering from addiction.

All over it happens.

All sorts because I don't have an education.

Anytime they see my address, when I go to Bismarck I get treated differently than the person in front of me at the grocery store.

Anything from eating a meal to getting a hotel room.

Appearance and religion.

Applied for a job for a female - he's male - A lady got it instead.

As a woman - in automotive areas, don't get same respect from trades people

As a woman, pay equality is not there; men paid more.

As female discriminated against in workplace

At a restaurant the hostess ignored us and made remarks about people in the military service

At my place of work, men are promoted over more qualified women.

At restaurants, malls, grocery stores, etc.

At work, men with the same job are paid more.

Based on my appearance some people assume things that are not true.

Because I am a single parent people think I'm out to get all I can from the government.

Because I am female and my ethnic background.

Because I am overweight.

Because I am young people assume things about me that are not true.

Because I'm young, people treat me differently and don't think I have any sense.

Because of a physical problem I have, however, the older I get the less the problem. It's mostly a social problem.

Because of her accent - general perception

Because of her age - young get waited-on first at stores.

Because of my age.

Because of my criminal past

(Continued)

Would You Tell Me Your Experience With Discrimination? (Continued)
(Asked Only Of Those Respondents Who Indicated They Felt They Had Been Discriminated Against)

Because of my disability I can't get a job.

Because of my nationality, in the stores they treat you different.

Because of using WIC and food stamps

Because some do not follow rules and get off scott free and other do not.

Because you're a woman.

Being a single parent, I feel there is some discrimination because my son doesn't have the same last name.

Being a woman in man's world.

Being female in male world. At concert nobody wanted to let through because all guys.

Being female we are supposed to have spouse to supplement our income - females get paid less than males

Being minority in other whole area

Being Native American and female in N.D. - general harassment.

Being overqualified for employment

Being poor - treat you like dirt if you don't have money. Mostly by medical people.

Being white on a reservation. He's a contractor and has to underbid the Indians by 10% and more. Also has to pay taxes on materials and they don't.

Boss forwarded men/co-worker sex harassment.

Boss made very ill conceived remark to me. I was 18 at the time. He was never allowed to take girls with him again on field trips.

Boyfriend's parents about religion. Also sexual harassment 9 years ago. I quit my job.

Businesses treat women like dirt especially when dealing with cars.

Called racial names from time to time.

Can't think of specifics in N.D. has an interracial family and not excepted in all areas

Car wreck and skull crushed, discriminated in work many times.

Class discrimination. I'm a blue collar worker

Coke plant didn't want to hire her because she was a woman and very small.

Comment made in a staff meeting at work about Mexicans.

Couldn't get a job because of national origin.

Counter discrimination, passed over for jobs for a minority.

County taxes, taxed him commercially and he's not a business.

Credit Problems - I was newly divorced and had a hard time getting a loan.

Custody of son, courts biased against mother.

Daughters could not get college loans because of income, but relatives who are 1/4 Native American got full loans.

Denied employment opportunities because of race.

Didn't get a couple of jobs because of my skin color. Employers had to hire to meet quotas.

Didn't get a job because hair was too long.

Didn't get hired for job that he was best qualified for

Didn't get job because he wasn't a minority.

Didn't give raise to me, everyone else got one. Not getting same money as someone else who's doing the same job.

Didn't get hired for job because of being male.

Didn't use proper procedures when letting people go

Different ideas I have had in religion.

Disadvantaged in a group of feminists.

Discriminate because of her sex regarding employment.

Discriminated against because of age

Discriminated against because of long hair

Discriminated against because of sex, especially in public accommodations, also employment.

Discriminated against because she's female

(Continued)

Would You Tell Me Your Experience With Discrimination? (Continued)
(Asked Only Of Those Respondents Who Indicated They Felt They Had Been Discriminated Against)

Discriminated against for having long hair (didn't get job because wouldn't cut hair)

Discrimination against age in training for employment

Discrimination against because of religion.

Discrimination against national origin when growing up.

Discrimination against race, denied employment

Discrimination regarding public assistance (public housing) and child support because of race (white) and marital status, government based - not person to person very much.

Discrimination because of being white; employment stressful and held him back in job.

Discrimination because she's a woman at job

Discrimination in employment and because from another state.

Discrimination in Navy because of race.

Don't know

Doesn't make as much as male cohorts for same jobs

Don't have money and had kids taken away from him and put into a rich home.

Don't want to answer this.

Down south he was the minority amongst the blacks

Dress at work.

Economic class differences.

Economic class stigma

Employer (supervisor) chose men to do projects before considering the women who were just as qualified.

Epileptic, lost the job I had for 14 years because I couldn't drive.

Ethnic religion in a protestant community, wouldn't be accepted because of that.

Ethnic/racial discrimination, mostly in stores, gas stations etc. People are rude, say things to me they wouldn't say to someone who wasn't a Native American.

Every job on reservation is Native American oriented - can't get one if you're white

Everything he does as gay.

Excuse for not hiring me was lack of work, but the next night on TV news the reason for job not being completed was lack of employees

Farmer

Federal funded programs are supposed to make veterans priority, but he wasn't given priority so he fought it in court.

Felt discriminated against in the workplace because of sexual orientation.

Female dealing with traditional male things, like buying tools or taking car in to fix.

Female single parent discriminated against in lending and credit

Filed charge for discrimination for pregnancy

Fired from job because he is too conservative and male.

Gender discrimination

Gender discrimination - work related.

Gender discrimination, hard to pinpoint but I do feel it's there in people's attitudes.

Gender discrimination in the job place, also in auto industry - anything considered the "man's world".

Gender discrimination, mostly attitude more than anything.

Getting hired for a job on reservation - told her that her son couldn't get job because he's not Indian

Got carpal tunnel and management wouldn't let her treat it as her doctor ordered. They wouldn't let other employees talk to her. She ended up quitting.

Got passed over for a promotion that he felt he deserved.

Government has gone too far with sexual harassment laws. A woman said something ,then I said something and I was fired.

Half Japanese and was discriminated against by other kids in school

Has a social security disability, has to have food stamps, and feels discriminated against because of the stamps.

(Continued)

Would You Tell Me Your Experience With Discrimination? (Continued)
(Asked Only Of Those Respondents Who Indicated They Felt They Had Been Discriminated Against)

Have been snubbed in stores, etc.

He doesn't get treated as well as other people!

He is Native American and has been treated differently regarding credit and public accommodations.

Her husband has one eye. He gets discriminated against.

Hired to do accounting, but had her doing personal errands, such as filling his car. He told her she was stupid. They videotaped their employees without their knowledge.

Hiring quotas for employment, hiring more minorities than whites.

I am E.R. manager of Richland County but hired at less than previous male who had position

I am gay so I get it all the time.

I am treated as a no one or nothing if I don't participate because I am not part of their religion

I applied for job and they wanted to pay me less than a man.

I didn't get a job because of my weight. Clerk in grocery store was very rude when I used food stamps. Sexual harassment - off color joke.

I had a baby and was promised my job back. It didn't happen. Also, sexual harassment

I had a medical problem and took a leave of absence. I was to be called back and instead they hired someone else. It was tied in with Workmen's Comp.

I had long hair and a goatee and felt people were judging me on this

I have a weight problem - not hired at some places

I have to fight to get a construction job each year - they don't want to hire an Indian.

I live in a trailer court and they won't let me have 2 trailers.

I lost my job 9/12. She tried to find me 9/11 to fire me. Used some other excuse. I can't prove anything

I was a farm wife for 45 years. My husband and I filed a joint return but as far as social security was concerned I had 0 income for all those years

I was a victim of age discrimination on my last job.

I was divorced with children. Employers felt I wouldn't be able to work every day. I also had some sexual harassment.

I was fired because of age.

I was over 40 and applied for a job. I was "gently" discouraged.

I was the wrong person

I.D.'s for checks and credit, etc.

If I'm around people with different race, people make snide comments.

I'm a photographer and not a lot of women in that, not paid as well

I'm a smoker and they are taking away more of my rights all the time. A good example is the new smoking law in Minot.

I'm elderly and we are paying too much for medicine. I feel elderly are forgotten by society.

I'm handicapped and use a wheelchair. Some stores have isles that are too narrow/shelves too high, etc. Employers many times don't want to bother with the handicapped.

I'm handicapped, limp, one leg stiff from fused knee.

I'm in my 50's looking for work and can't even get anyone to respond.

I'm Indian and took care of my sister in her apartment. The people in her building were afraid of me and tried to get cops to throw me out. I had to get lawyer to make them stop.

I'm Italian and have been mistaken for Indian. My husband is Puerto Rican, skin is very dark.

I'm job hunting and I'm 54. They say I'm over qualified.

I'm married to a Native American so I share in the problems, general attitude.

I'm Native American. Making jokes about us and hard to get jobs; people think we are lazy

I'm Native American. They treat me different after they see my friends and how they dress. Seem uneasy around me

(Continued)

Would You Tell Me Your Experience With Discrimination? (Continued)

(Asked Only Of Those Respondents Who Indicated They Felt They Had Been Discriminated Against)

I'm new to the state and haven't been able to find a job. There are big cultural and environmental differences between where I live now and Wisconsin.

I'm white, my kids are Hispanic - People look at us funny and treat us different, follow us around to watch what we are doing.

In 1966 I was injured and now they want to cut my benefits by 75% since I turned 65.

In Anatha Co. in Military

In Deerborn, MI, Black section, Howard Johnson's Restaurant refused to serve us and told us it was because we were white.

In Florida, lived in non-white area, school was hard if you were white.

In grade school, kids would taunt me about my religion

In her workplace because of people thinking less of her because of her profession

In jobs I was told I was overqualified or had too much education for positions, even though I was willing to Do and wanted the job.

In male dominated field, sexual harassment when pregnant.

In mental healthcare field, it hasn't been an on-going thing but I don't feel I've been treated fair by some people who work in that field.

In my last job upper management was female. They never had a male for my job position and really didn't want one. They found a way to get rid of me.

In relation to family court, divorce court, regarding to child custody and visitation right; the male parent does not receive equal consideration.

Incidents in workplace, also in stores - rudeness and comments about my color.

Indians treat whites bad, like in school; think they are better.

Injured on job and refused to lift extra heavy person (L.P.N); employer denied her workers compensation and she was fired due to her disability.

I've had sexual harassment on job in 1950's and age discrimination when I tried to get a job in 1980's. Also couldn't get a credit card in my name only.

Job applications over a certain age

Job discrimination. We are unable to get subcontracts from larger trucking co's because they don't want to deal with Native Americans. Same trouble with SBA loans.

Job opportunities, didn't get job because of being white male.

Jobs; I'm a non-enrolled Native American living on a reservation. There is a lot of discrimination from other Native Americans.

Judge laughed when went to court over disability, thought it was a joke.

Just at work, a bank, because she's female

Just demoted at jobs, feels it's his age.

Just living in general with others of the human race.

Laid off from job and replaced by younger person.

Laid off when I was pregnant.

Landlord in Montana refused to rent to me because I had 3 kids.

Lived in Hawaii, all the locals thought he was an average white guy. He proved them wrong.

Lost job at airport after 9-11-01. I think that is discrimination. I was a skycap and I was fired/let go. It was used as An excuse because I got my boss in trouble.

Man hired instead of her

Man I worked with at same job was paid more

Managed a part of a store and wages were way lower then men who did the same.

Mandan is very discriminating

Medical field - poor service for Native Americans.

Men being treated better at work and given a lot more leeway

Men in N.D. think they should be in control.

(Continued)

Would You Tell Me Your Experience With Discrimination? (Continued)
(Asked Only Of Those Respondents Who Indicated They Felt They Had Been Discriminated Against)

Middle class - white taxpayers.

Minority hired for job instead of him

Morton County housing tried to force her to rent place that smelled of dogs. Went to work 2 jobs so wouldn't need rental assistance, no choice of what to rent.

Mostly in employment. I applied for a job with Indian Health Services and was passed over for a non-Native American as an employee.

Mostly in the stores, clerks and managers are rude and refuse to wait on me.

Mostly in the stores, clerks are rude or refuse to wait on us.

Mostly workplace

My age

My large size.

My religion: grew up in a Protestant town and I was Irish Catholic

My wages at work; male employees doing the same job are making more.

No one will hire him because of disability.

Not getting back into medical field because of Workman's Comp. claim for a back injury.

Not paid same as man in my position

Not racially but as a woman has been. At dinner tonight younger person had better service

Nothing in particular

Occupation - I'm a teacher/coach, criticized more than others and held to a different standard than others.

Only years ago, when I switched from a little country school to a "town" school. I was treated different but it wasn't too bad.

Organization wanted volunteers, I have no religious affiliation and they didn't want me.

Overall performance, I wasn't given credit compared to men.

Overly qualified for jobs.

Passed over for promotions because he was too kindhearted; age discrimination.

Pay at work has been less than men for same level

Pay for single women is too low, men get raises just because they're married.

Peers in high school to college settings.

Penny's in Bismarck gave coupon to all but her until she out and out asked "what about me?"

People assume things about me without taking time to find out the facts and their attitude is different

People call me names and treat me different, ignore me things like that. Anytime, anywhere - don't accept me because I wasn't born in N.D.

People say discriminative remarks towards his lifestyle.

People stare at me because I am Native American.

People stare.

Pregnant, made my job difficult - I resigned but feel I was forced out

Processing lawsuit - didn't meet medical standards but had been working there 3 years - now he has been terminated.

Professional female who is disabled, sexual harassment suit pending

Race discrimination in south, lived in an all black neighborhood. I'm white - in N.D. there really isn't much discrimination at all

Racial comments when out in public.

Refused

Refused

Refused

Refused

Refused

Refused

(Continued)

Would You Tell Me Your Experience With Discrimination? (Continued)
(Asked Only Of Those Respondents Who Indicated They Felt They Had Been Discriminated Against)

Refused

Refused car loan by bank because pregnant, car company forced them to reconsider.

Refused.

Refused.

Religion

Religious beliefs

Remark was made to her about Native American baby (she is half N.A. but doesn't look like it). They were also ignored and not waited on at Applebee's. When she asked why the waiter said "your kind doesn't tip anyway". Went to manager and waiter was fired and they got service.

Remarks of sexual nature.

Restaurants and shopping, lack of service. I've never been refused service, just slow and not good.

Retired 2 years ago from bank. Didn't get raise for 5 years. They suggested they could hire a younger person for less Money, also, man paid more.

Reverse discrimination

Reverse discrimination because businesses want to contract most government contracts to women or blacks.

Reverse discrimination because I am white and teach in a Native American school; I don't get some of the benefits.

Reverse discrimination. White male works on reservation and can't get work.

Rich vs. poor.

Said she couldn't get a job interview because of her race.

Sat at clinic, everyone went in after them and they were left ignored.

School bad, sometimes in stores or cafes, even law picks on blacks and Indians.

School systems, she felt they were discriminating against her.

Sex discrimination at work - almost every job. Also, I wasn't hired as a secretary because they wanted a Mexican

Sex harassment on job in 1992. By waiters in restaurants - on-going

Sex, age, religion

Sexual harassment on job - just remarks, nothing more.

She feels discriminated against because she's female.

She was discriminated against at work because of her age. Her boss thought she was too young.

She's a white female and gets discriminated against by Native Americans that live by her.

Since moved here in April because he is mentally ill

Skin and illness

Smoking - I thought I had heart attack while driving. Doctor checked me out, never told me if I had one, charged me \$105. He said I was "likely" to have an attack if I didn't stop smoking

Snide comments because I live in low income housing and am disabled, never happened until I moved to N.D.

Social - I was with groups of a different culture and was not welcome.

Social injustice, a feeling you get.

Some people think "all Indians don't work, just get drunk and live off the government". This isn't so. Also I see age Discrimination

Someone I know made a racist comment to me.

Someone of different race gets serviced first in store. Discriminated against because of being Native American.

State Game and Fish Department - couldn't get mule deer license to hunt; should be put on a drawing.

Terminated from job, employer told him he thought he would be happier in a different job.

The racial issue is not good at college. Both students and some teachers discriminate. Also store clerks and waiters Are either rude or refuse to wait on me (not all, just some).

There is always some discrimination of some type. It's just the way people are but I don't think it's a big problem.

Through pay, men in position have greater pay.

Traffic stop - profile for minorities insurance stops/drivers license.

Uncovered fraud in state agency and lost his job; Schafer was governor then and no help.

(Continued)

Would You Tell Me Your Experience With Discrimination? (Continued)
(Asked Only Of Those Respondents Who Indicated They Felt They Had Been Discriminated Against)

Used food stamps and I got ridicules and looks.

Verbal only and not sexual. They expected me to be the maid, grocery shopper and lunch maker in addition to office duties.

Veteran., not rehired on job moving snow. Did it for 9 years and now there are non-vets working. They "lost" my name.

Wage, labor, age is huge factor, also religious discrimination is a big factor.

Waitress in restaurant treated them very badly, wouldn't wait on them.

Wal-Mart in Bismarck checks Natives and follows them.

Wanted promotion and was let go.

Wanted to test drive a car, but salesman wouldn't let her. Her boyfriend went back to the same place and they had no problems with him taking a car for a test-drive.

Was only male in the office.

Was passed up for a job promotion and was more qualified for it than the man who got it.

Was pregnant and wasn't hired because of that

Was treated unfairly by elders because of her young age.

Wasn't hired because pregnant

Weight and jobs.

Went to buy house and they gave it "Indian Preference" and sold it to them - reverse discrimination.

When applying for jobs, told already filled.

When first moved here, men didn't think a woman should run a business.

When hunting, farmers tell us we can't hunt on their land, even though they have not posted the land.

When I was applying for jobs when I came back to work.

When I was teaching, men were paid more than women.

When not treated fairly like at work, promotions, etc.

When she was younger, she was discriminated against for being German from Russia in her neighborhood.

When she's with Native Americans

When trying to get a job, seemed like he didn't get it because of his weight.

White male, age discrimination regarding employment.

White men get discriminated against the most

With an Indian

Women don't have advance in pay

Women get taken advantage of.

Women not paid as much on job.

Work

Work force 20 years ago, mostly males in her department.

Work on Indian reservation and not an Indian.

Workplace can hire and fire as please, one mistake and you're gone.

Workplace and other places; mostly gender/race discrimination; worse with middle aged and older population.

Workplace because of the color of my skin.

Worksites, because of age.

Worked for telephone company; I wasn't hired for job I qualified for, also, pay not same as man's.

Worked for US Government and they always hired and promoted women

Worker's Comp. claim was very slow; couldn't please them, they wanted me to give up. I also feel some age discrimination.

Workman's comp., you pay into it and they treat you like a criminal when you put in a claim

Works with tribe and they tend to be that way against whites.

Worst example - Father very ill, social worker told me to take my brother to police department because they could arrange travel funds (gas money - he had to go back to the cities or would lose his job). They took my drivers license to run a make on me because I asked for information.

Wouldn't rent to me because not married last year

When Did This Discrimination Occur?

(Asked Only Of Those Respondents Who Indicated They Felt They Had Been Discriminated Against)

98- Ongoing
13- 2001
11- 2000
10- 1999
8- Refused
7- 2 years ago
5- 1995
5- 1996
4- 1990
4- 1 year ago
4- Don't know
3- 1988
3- Oct-01
3- 3 years ago
3- 4 years ago
2- 1989
2- 1992
2- 1994
2- 1997
2- 1998
2- 1 1/2 years ago
2- 10 years ago
2- 12 years ago
2- 1940's
2- 1940's-1950's
2- 1993-1994
2- 1995 – 2001
2- 8 years ago
2- A long time ago
2- Early 1990's
2- Last year
2- Late 1980's
2- Occasionally
1940
1963
1967
1976
1979
1982
1984
1986
1987

(Continued)

When Did This Discrimination Occur? (Continued)

(Asked Only Of Those Respondents Who Indicated They Felt They Had Been Discriminated Against)

1991

1993

Apr-01

Aug-01

9/12/01

3-Jan-02

1 and 2 years ago

1 week ago

10 years

10 years ago and 25 years ago

10 years ago and last year

15 years ago

18 years ago

1930's - 1950's

1941-1945

1946-1950

1970 to 1981

1971-2001

1980

1980's

1984-2001

1986

1986-1997

1986-2001

1987-1990

1988-1992

1990, 1991

1990-1999

1990's

1992 and on-going

1992-1993

1994-1999

1995 and on

1996 - till now

1997 though present time

1997-1999

1998 and 2001

1998-2001

1999 and 1998

1999-2001

2 years ago - ongoing 5 years

20+ years (college)

2000, 2001

(Continued)

When Did This Discrimination Occur? (Continued)

(Asked Only Of Those Respondents Who Indicated They Felt They Had Been Discriminated Against)

21 years ago

3 months ago

4 years ago and 20 years ago

5 years ago

5-6 years ongoing

6 months ago approximately

6-7 years ago

7 years ago

8-10 years

At work recently

Bismarck – 1997

Childhood

Couldn't say specific year

Currently

During her 20's and 30's. 1980-1995

Early 1970's

Every time you go to the store

Few Years ago

For about 25 years

From 1972 to present

From 1996 on to now

From time to time

Has witnessed it for 25 years at her job at college

High School, 15 years ago

In 1970's

Job interviews

Just happened

Last couple of years

Last month

Last night (11/29/01)

Last summer

Late 1950's into early 1960's

Late 1970's

Late 1990's

Many years ago

Mid 1980's

Mid 1980's

No particular time

No point in trying

Now

Now and then

(Continued)

When Did This Discrimination Occur? (Continued)

(Asked Only Of Those Respondents Who Indicated They Felt They Had Been Discriminated Against)

On and off through last 5 or 6 years

On and off, depends upon who the clerk is and the store.

On-going. 5 years on religion

Over 30 years ago

Over past 7 years when I moved here

Presently - today, December, 2001.

Recently filed - 2 months ago

Right now

Seen over the years

Several times

Several years ago

Sexual harassment - 1950's, age discrimination - 1980's

Since April

Summer 2000

6 years ago

8 months ago

Various times

When started paying taxes

Within last 20 years

Within the last year

Within weeks

Year 2000

Year ago

Years ago (18-20) early 1980's.

Years ago

Where Did You First Go For Help?

(Asked Only Of Those Respondents Who Indicated They Had Been Discriminated Against
And Had Sought Help To Resolve It)

Administrator
Administrator
Attorney
Attorney - wasn't worth pursuing
Avoid further conflict.
Because when I wasn't black or Indian Bismarck said they couldn't help me, I called the capital
But got nowhere.
But nothing was done.
Called 911
Called civil liberties but got nowhere.
Called FAA
City commission
College Administration
Complained to manager, said it wouldn't happen again but still is. Super Valu in Bismarck is the worst.
Congressmen
Contacted attorney and union officer.
Contacted restaurant who wouldn't hire him (had no policy)
Couldn't do anything.
County board, he was reprimanded
Dept. of labor.
Didn't make any difference.
Earl Pomeroy - He suggested I find a new job
Emphasize at work equality for women.
Federal government (EOE) Equal Opportunity.
Filed an EEO complaint.
Fixed it herself.
Has addressed tribal counsel.
Has attorney
Have mediator on retainer
Hired attorneys
I asked my commander but unless I have proof they can't do a thing.
I fight for my self, I fight my own battles.
I find other places to spend my money.
I just told car company.
I tried working with the schools
I'm in the process of getting a lawyer.
Labor Department
Labor Department
Labor Department and got no help.
Labor Union
Lawyer
Lawyer
Lawyer
Legal assistance
Main boss

(Continued)

Where Did You First Go For Help? (Continued)
**(Asked Only Of Those Respondents Who Indicated They Had Been Discriminated Against
And Had Sought Help To Resolve It)**

Manager of restaurant.
N.D. Labor Department
Notified AF Base equal opportunity office and they took action
Principal doesn't do much good
Proved them wrong
Refused
State labor Department
Stuck up for myself and handle things myself
Sued
Sued
Suit pending
Superiors
Supervisor
Supervisor didn't get anywhere so quit.
Supervisor first but wouldn't help because was in on it.
Supervisors
Talk to the person but it does no good.
Talked to clergymen
Talked to man at work.
Talked to manager - didn't go any further - not worth it
Talked to manager.
Talked to parents
Talked with super at work - didn't talk with store manager.
They said it's the law, have to meet the quotas.
Through elected officials.
Told them if situation was not adjusted they would have another law suit on their hands.
Tribal laws, but his tax money.
Tried to go to VA and anyone
Tried to take to court.
Try to be the best person I can be.
Try to get acquainted so people know the truth about me.
Went elsewhere and got a different job.
Went to the superiors but got nowhere.
Went to 6 different people.
Went to C.E.O who helped.
Went to court.
Went to department head.
Went to different doctor.
With supervisor
Went to vocational rehab.
Work with our people
Working with college officials.
Wrote to supervisor

Why Didn't You Take Action Or Seek Help? (Continued)
**(Asked Only Of Those Respondents Who Indicated They Had Been Discriminated Against
And Had Not Sought Help To Resolve It)**

Because "it" will never change.
Because it's a law that is in favor of them.
Because the benefits come through an Indian Federal program and it would do no good.
Best to do more college
Can't do anything about it.
Can't prove
Can't prove it.
Can't prove it.
Can't prove it.
Can't prove it.
Can't prove it.
Comm. Officials won't listen.
Comments only, can't force people to change mind.
Couldn't do anything
Couldn't get proof.
Couldn't prove it
Couldn't prove it.
Couldn't prove it.
Department of Labor wouldn't help
Didn't think it would go anywhere
Didn't want the bother
Didn't feel there was anything he could do without jeopardizing his job.
Didn't know anyone would help
Didn't know I could
Didn't know I had any help available
Didn't know where to go for help
Didn't know, thought it that's the way it was.
Didn't need job and didn't directly say
Didn't need to
Didn't see any hope.
Didn't think anything would be done.
Didn't want to deal with attitude.
Difficult to prove.
Don't know
Don't know
Don't know
Don't know
Doesn't do any good. Just the way things are.
Doesn't feel she has a leg to stand on. Also, not a lot of resources for employee right and protection
Don't know
Don't know
Don't know
Don't know
Don't know
Don't know

(Continued)

Don't know
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Don't know
Don't know
Don't know how to go about it for fear of her job.
Don't know what to do.
Don't know who to call
Don't rock the boat.
Don't want to cause trouble.
Everything always justified
Fact of life.
Feels there's nothing she can do
Felt couldn't' do anything.
Felt helpless
Got a haircut
Had no other choice back then.
Had no proof felt that way.

Appendix 47

Why Didn't You Take Action Or Seek Help? (Continued)
**(Asked Only Of Those Respondents Who Indicated They Had Been Discriminated Against
And Had Not Sought Help To Resolve It)**

Had other opportunities.

Handled it myself

Have not found anyone who could help.

He felt he didn't have to - nothing came of it.

He just yelled at him - too much effort

He's a relative of my girlfriend.

How? Who would he go to?

I can't prove it

I couldn't prove the weight rejection.

I didn't know of the law.

I didn't know what to do.

I had already pissed of the big boss and I knew that he didn't like me

I haven't been able to get enough women to get together and follow through.

I just accepted it as the way things were.

I just go somewhere else and spend my money.

I just ignore them

I left job

I needed a job

Ignorant people

In the area I was in I didn't feel it would do any good.

In those days you just put up with it.

Is not help, reverse discrimination.

It has changed over years

It is useless.

It wouldn't benefit me

It wouldn't have been.

It's no use - right now I just go with the flow.

It's not talked about.

It's pointless.

It's very hard to change people's opinions and reactions. You learn to live with it.

Job channels - pointless.

Just dealt with it

Just general attitude.

Just haven't - I don't know what to do to change attitudes.

Just learn to deal with it.

Just learn to live with it

Just looked for another job

Just the way it is.

Just the way people are, can't prove it.

Just the way things are

Just the way things were

Just trying to handle. Need to bridge. Gap between environments.

Just way it was

Left at that.

Left it alone

(Continued)

Why Didn't You Take Action Or Seek Help? (Continued)
**(Asked Only Of Those Respondents Who Indicated They Had Been Discriminated Against
And Had Not Sought Help To Resolve It)**

A lot of politics

N.D. has nothing to facilitate institutions to intercede in discrimination.

No help for him.

No help to be had

No help to be sought.

No law broken

No legal problems - just personal things

No one would have believed it.

No point

No point in trying

No positive proof

No real use.

No recourse for white people

No use - people don't pay attention.

No use men are not adjustable.

No use, ignored the person

No use, they would find a way around it

No use.

No use.

Not a big problem

Not enough people to change it.

Not much I can do.

Not necessary

Not worth it

Not worth it - back of labor laws

Not worth it - couldn't prove anything anyway

Not worth it I was in high school.

Not worth it.

Not worth it.

Not worth the hassle.

Not worth the hassle.

Not yet

Nothing anybody could do

Nothing anybody could do

Nothing could be done

Nothing could be done

Nothing could do

Nothing he could do.

Nothing he could do.

Nothing he could do.

Nothing much can be done.

Nothing really to do.

Nothing she could do

Nothing they can do about it.

Nothing they could do.

(Continued)

Why Didn't You Take Action Or Seek Help? (Continued)
**(Asked Only Of Those Respondents Who Indicated They Had Been Discriminated Against
And Had Not Sought Help To Resolve It)**

Nothing to be done.

Nothing to be done.

Nothing to be done.

Nothing to be done.

Nothing to do about it.

Nothing to do.

Nothing to do.

Nothing to report as long as no law is broken

On-going

On-going

Out of stupidity

Overlook it.

Personal level

Pointless

Pointless - wage policies.

Pointless, place oath for policy.

Probably get a lawyer.

Really don't know of anything I can do.

She didn't feel she could win

Situation passed

Social setting

Standard Practice.

Sucked it up and went with it.

Terminated

There is no use. I learned to live with it.

There wasn't any specific thing.

There wasn't anything I could do

They aren't breaking any law.

They won't listen.

Too young

Too costly

Too young

Too young

Useless

Useless

Useless

Useless

Was afraid I would be fired.

Was only there temporarily

Was unsure of what to do and who to call.

Wasn't done 30 years ago

Wasn't positive

Wasn't worth the hassle.

Wasn't worth the hassle.

Waste of time

(Continued)

Why Didn't You Take Action Or Seek Help? (Continued)
**(Asked Only Of Those Respondents Who Indicated They Had Been Discriminated Against
And Had Not Sought Help To Resolve It)**

We just find somewhere else to spend our money
We moved so there was no point.
We were too scared to complain.
Went into my own business
What can I do?
What good would it do? They find a way around it.
What would I do?
Won't do any good, it's a power struggle
Won't do any good.
Wouldn't dare.
Wouldn't do any good
Wouldn't do any good
Wouldn't help
Wouldn't help
Wouldn't help.
Wouldn't know what to do